

OGC Has Reviewed
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D D / S R 20-0

F I L E

Personnel

Mr. McCone

The attached proposed memorandum was prepared in response to the President's request for a report by July 13 on the activities each department and agency would initiate to implement its responsibilities under the Civil Rights Act (reference attached). This proposed reply was prepared by the General Counsel in collaboration with the Employment Policy Officer and the Offices of Logistics and Personnel.

Request your signature.

(SIGNED)

10 JUL 1964

L. K. White

O-DD/S:maq (10 July 1964)

Distribution:

Orig - DCI w/O & 8 ccys of DD/S 64-3774 w/Basic

✓ 1 - DD/S Subject w/ccy of DD/S 64-3774 w/T of Basic and Background

1 - DD/S Chrono

DD/S 64-3774: Proposed Memorandum dated 13 Jul to The President fm
John A. McCone re implementation of Civil Rights Act of 1964

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13 JUL 1964

MEMORANDUM FOR: The President

SUBJECT : Implementation of Civil Rights Act of 1964

1. This is the CIA reply to your request at the recent Cabinet meeting for departmental reports on the actions to be taken by each department or agency to implement the Civil Rights Act of 1964. It is believed that nothing in the Act has application to the Central Intelligence Agency except the provision found in Title VII, Section 701(b), which reads as follows:

"Provided further, That it shall be the policy of the United States to insure equal employment opportunities for Federal employees without discrimination because of race, color, religion, sex or national origin and the President shall utilize his existing authority to effectuate this policy."

2. This provision endorses by statute existing Executive policy on equal employment opportunities as established by Executive Orders No. 10500, January 18, 1955, and No. 11025, March 6, 1961 and also requires nondiscrimination on the basis of sex. CIA regulations implementing the Executive Orders have been issued heretofore with the prior approval of the President's Committee on Equal Employment Opportunity. These regulations likewise will implement the policy expressed in the Act as set forth above. Executive policy previously has precluded discrimination on the basis of sex and this Agency will continue to comply with that policy.

Distribution:

0 & 1 - Addressee

1 - Signing Official

John A. McCone

1 - ER

Director

1 - O/General Counsel

X - DD/S SUBJECT

1 - O/Logistics

1 - Emp. Policy Officer

2 - D/Pers (1 w/held)

1 - PRS/OP

OGC/LRHouston: blh (10 July 1964)

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(SIGNED)

General Counsel

10 JUL 1964

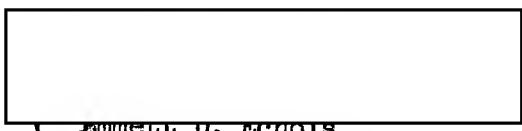
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10 JUL 1964

MEMORANDUM FOR: Deputy Director for Support
SUBJECT : Implementation of Civil Rights Act
REFERENCE : Memo fr EO/DDS to D/Pers dtd 9 Jul 64,
same subject

1. In response to the referenced request, the attached memorandum has been prepared for signature by the Director.
2. This response was prepared in collaboration with the Employment Policy Officer, the Office of Logistics, and the Office of General Counsel and includes their contributions.



Emmett D. Echols
Director of Personnel

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Attachment: A/S

Approved For Release 2002/10/31 : CIA-RDP84-00780R000500160020-0

DD 1564-3760

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ADMINISTRATIVE **INTERNAL USE ONLY**

10 July 1964

MEMORANDUM FOR: Director of Personnel

SUBJECT : Implementation of Civil Rights Act

REFERENCE : Action Memo No. A-405, dtd 9 July 1964, to
DD/S fm O-ExDir, same subj

1. I refer to the memorandum addressed to you by the Executive Officer to the DD/S under date of 9 July 1964, subject as above.

2. I suggest that after a statement is made of any new policies or practices the Agency plans to put into effect in implementation of the Civil Rights Act, a paragraph along the lines of the following be included:

"We will of course continue to comply with the Agency regulations approved and established pursuant to Executive Order No. 10925 which have been in effect for some years. In addition we will earnestly seek means whereby our equal employment opportunity practices can be strengthened in all respects."

3. In addition it might be constructive if the Agency issued a notice to all personnel inviting their attention to the recent passage of the Civil Rights Act and soliciting their wholehearted personal and official support of the Act in both spirit and letter. If this suggestion is considered favorably, then, of course, it will be appropriate to include mention of such a proposed notice in the Agency reply to the White House.

[Redacted]

STAT

Frank M. Chapin
Employment Policy Officer

cc: EO-DDS ✓
OGC

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~~CONFIDENTIAL~~

221564-3770

MEMORANDUM FOR: Director of Personnel
SUBJECT: Implementation of Civil Rights Act
REFERENCE: Memorandum for the Director of Personnel from the Executive Officer to the DD/S, same subject as above, dated 9 July 1964

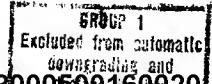
1. In terms of employment equality of job opportunity, conditions of work, promotions, etc., the Office of Logistics has long maintained standards at least equal to the provisions of the Civil Rights Act as we know the law from press and radio coverage. We do not possess a copy of the law.
2. Information relating to our procurement contracts seems appropriate for inclusion in your reply to the White House request for a report on implementation of the Civil Rights Act.
3. All Agency procurement contracts contain an article on "Nondiscrimination in Employment" as provided in Armed Services Procurement Regulation 12-802 June 1963. Rather than summarize these provisions, I have attached a copy of Article 29 which is part of each Agency contract. You will note that this Article requires compliance with all provisions of Executive Order No. 10925 of 6 March 1961, as amended, and of the rules, regulations and relevant orders of the President's Committee on Equal Employment Opportunity.
4. Should you desire additional information, please call me.

Acting Director of Logistics

cc: DD-DO/S

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~~CONFIDENTIAL~~



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DD/S 64-3746

9 July 1964

MEMORANDUM FOR: Director of Personnel

SUBJECT : Implementation of Civil Rights Act

REFERENCE : Action Memo No. A-405, dat 9 July 1964, to
DD/S fm O-ExDir, same subj - DD/S 64-3735

1. Action required by reference memorandum is assigned to the Director of Personnel. Copies of reference memorandum and the White House memorandum dated July 7, 1964 attached have been provided to the General Counsel, the Office of Logistics and Mr. Frank Chapin with the request that they present their contribution to you by 11:00 a. m. tomorrow.

2. Will you please submit to the DD/S a response for the Director's signature to the White House by noon tomorrow. Please note the Director's response is due in the White House on Monday, 13 July 1964.

25X1

Executive Officer to the
Deputy Director for Support

cc: OGC w/att -
D/L w/att - via Special Courier
Mr. Chapin w/att

EO-DD/S:VRT:maq

Distribution:

Orig - D/Pers w/O of att

1 - OGC w/T of att

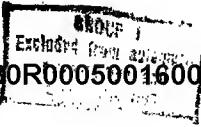
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1 - Mr. Chapin w/T of att

1 - DD/S Subject w/ccy of att

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CONFIDENTIAL



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Executive Registry

64-49171

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OFFICE OF THE DIRECTOR

Action Memorandum No. _____

A-405

Date _____

9 July 1964

TO : **Deputy Director/Support**

SUBJECT : **Implementation of Civil Rights Act**

REFERENCE:

**A
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Would you please prepare for the Director's signature a reply to the attached White House request for a report on implementation of the Civil Rights Act. Although most of this seems to fall within the DD/S area, please coordinate as necessary, including, specifically, Frank Chapin as Employment Policy Officer.

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Office of the Executive Director

SUSPENSE DATE:

CONFIDENTIAL

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EX 64-4917

Approved For Release 2002/10/31 : CIA-RDP84-00780R000500160020-0>>>S 64. 3735

THE WHITE HOUSE

WASHINGTON

July 7, 1964

MEMORANDUM FOR

HEADS OF DEPARTMENTS AND AGENCIES

SUBJECT: Implementation of Civil Rights Act

At the last Cabinet meeting, the President asked for a report by July 13 on the activities each department and agency would initiate to implement its responsibilities under the Civil Rights Act. In addition to the preparation of draft regulations (due July 16th), this report should list the steps your agency plans to take before and after the regulations are issued to encourage voluntary compliance and to assure the abolition of discrimination from Federally-aided programs.

The recipients of Federal funds should be advised of what the Act will require of them and provided assistance and guidance by the granting agency to help them meet their responsibilities. Also an inspection and reporting program should be developed which will assure that discriminatory practices are actually being abandoned.

Lee White

Lee C. White
Associate Special Counsel
to the President

cc: Members of Subcabinet Group on Civil Rights

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Colonel White:

Note that the President has asked for a
report by 13 July (next Monday).

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DD/S REGISTRY
FILE Personnel
OOC 64-3032

10 JUL 1964

MEMORANDUM FOR: Director of Personnel

SUBJECT: Implementation of Civil Rights Act

1. This is in compliance with Mr. [redacted] memorandum of 9 July to the Director of Personnel requesting comments from this Office to the Director of Personnel by 11:00 of July 10. The action required is an Agency reply to the White House memorandum of July 7 calling on each agency to report to the President on the activities to be taken by the Agency to implement its responsibilities under the Civil Rights Act. A suggested reply to the President is attached.

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2. As the proposed reply indicates, this Agency has no responsibilities under the Civil Rights Act except to comply with the proviso of the Act quoted in the attached reply. The proviso in turn is a statutory requirement in large part duplicative of Executive Order 10590 and Executive Order 10925, which have been and continue to be, binding on the agencies and departments generally, including this one. The two Executive Orders have been implemented by Agency regulation, specifically [redacted] (which was approved by the President's Committee on Equal Employment Opportunity), and we believe no additional Agency action, regulatory or otherwise, is needed, except a technical amendment to the regulation to refer to the Act.

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3. These Executive Orders do not refer specifically to non-discrimination on the basis of sex although Presidential policy generally has covered this and we have complied. The Act does specify sex as one of the categories, hence the reference in the letter. However, nothing is changed in practice.

4. Mr. Chapin suggested in his memorandum of 10 July that the reply include a statement that we "will earnestly seek means whereby our equal employment opportunity practices can be strengthened in all respects." Since equal employment practices have been binding on us under Executive Orders, a statement now that we will seek to strengthen equal employment practices would seem to suggest that we have been delinquent in the past. We would suggest therefore that this statement not be included in the reply. Of course, we should strengthen our equal employment opportunity practices if they have been in any way inadequate.

SIGNED

LAWRENCE R. HOUSTON
General Counsel

Attachment

cc: EO-DD/S
Office of Logistics
IG (Mr. Chapin)

MEMORANDUM FOR: The President

SUBJECT: Implementation of Civil Rights Act of 1964

1. This is the CIA reply to your request at the recent Cabinet meeting for departmental reports on the actions to be taken by each department or agency to implement the Civil Rights Act of 1964. It is believed that nothing in the Act has application to the Central Intelligence Agency except the proviso found in Title VII, Section 701(b), which reads as follows:

"provided further, That it shall be the policy of the United States to insure equal employment opportunities for Federal employees without discrimination because of race, color, religion, sex or national origin and the President shall utilize his existing authority to effectuate this policy."

2. This proviso endorses by statute existing Executive policy on equal employment opportunities as established by Executive Orders No. 10590, January 18, 1955 and No. 10925, March 6, 1961 and also requires nondiscrimination on the basis of sex. CIA regulations implementing the Executive Orders have been issued heretofore with the prior approval of the President's Committee on Equal Employment

Opportunity. These regulations likewise will implement the policy expressed in the Act as set forth above. Executive policy previously has precluded discrimination on the basis of sex and this Agency will continue to comply with that policy.

**JOHN A. McCONE
Director**

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM

UNCLASSIFIED CONFIDENTIAL SECRET

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CENTRAL INTELLIGENCE AGENCY

OFFICIAL ROUTING SLIP

TO	NAME AND ADDRESS		DATE	INITIALS
1	EO-DD/S 7 D 18			
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6				
	ACTION	DIRECT REPLY	PREPARE REPLY	
	APPROVAL	OISPATCH	RECOMMENDATION	
	COMMENT	FILE	RETURN	
	CONCURRENCE	INFORMATION	SIGNATURE	

Remarks:

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO.

DATE

(OGC)

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FORM NO. 237

Use previous editions

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